

AACC Leadership Summit of Grow Your Own Programs

January 9, 2004

Leadership Inventory Sampler

ORGANIZATION	Address1	Address2	City	State	Zip	Phone	Fax	URL	LEADERSHIP INITIAITVE NAME	2.c. Program Contact information: first
American Association of Community Colleges One Dupont Circle, N.W. Suite 410 Washington, DC 20036 202/728-0200, ext. 204 202/728-2965 www.aacc.nche.edu		Suite 410	Washington	DC	20036				AACC Preconvention Workshops - 1) New President's Institute: Hit the Ground Leading, 2) Interviewing for the, 3) The President as Fundraiser, 4) Thoughts & Clues for Aspiring Presidents	Mary Ann, American Association of Community Colleges, One Dupont Circle, N.W. Suite 410
American Association of Community Colleges One Dupont Circle, N.W. Suite 410 Washington, DC 20036 202/728-0200, ext. 204 202/728-2965 www.aacc.nche.edu	One Dupont Circle, N.W.	Suite 410	Washington	DC	20036	202/728-0200	202/728-	www.aacc.nche.edu	National Legislative Summit	Davis Baime, American Association of Community Colleges, One Dupont
American Association of Community Colleges One Dupont Circle, N.W. Suite 410 Washington, DC 20036 202/728-0200, ext. 204 202/728-2965 www.aacc.nche.edu	One Dupont Circle, N.W.	Suite 410	Washington	DC	20036	202/728-0200, ext. 234	202/728-2965	www.aacc.nche.edu	Future Leaders Institute	Margaret Rivera, American Association of Community Colleges, One Dupont

AACC Leadership Summit of Grow Your Own Programs

January 9, 2004

Leadership Inventory Sampler

American Association of Community Colleges One Dupont Circle, N.W. Suite 410 Washington, DC 20036 202/728-0200, ext. 204 202/728-2965 www.aacc.nche.edu	One Dupont Circle, N.W.	Suite 410	Washington	DC	20036	202/728-0200, ext. 230	202/728-2965	www.aacc.nche.edu	Presidents Academy Summer Institute (PASI)	Tavia Cummings, American Association of Community Colleges, One Dupont
American Council on Education One Dupont Circle, N.W. Washington, DC 20036 202/939-9420 202/785-8056 http://www.acenet.edu/programs/fellows/	One Dupont Circle, N.W.		Washington	DC	20036	202-939-9420	202-785-8056	http://www.acenet.edu/programs/fellows/	ACE Fellows Program	Dr. Marlene Ross, Director, ACE Fellows Program, American Council on Education, One Dupont Circle, Washington, DC 20036; 202 939-
Association of Community College Trustees (ACCT)									ACCT Leadership Academy (annual NGC) and AACC/ACCT Leadership Academy (Winter NLS)	

AACC Leadership Summit of Grow Your Own Programs

January 9, 2004

Leadership Inventory Sampler

Claremont Graduate University Harper Hall 150 East 10th Street Claremont, CA 91711-6160 909/447-1287 909/447-2757 www.cgu.edu/ccldi	Harper Hall	150 East 10th Street	Claremont	CA	91711- 6160	909 447- 1287	909 447- 2757	cgu.edu/ccl di	Leadership Academy	Martha Romero, Director and Professor, CCLDI, 250 W. 1st Street,
Claremont Graduate University Harper Hall 150 East 10th Street Claremont, CA 91711-6160 909/447-1287 909/447-2757 www.cgu.edu/ccldi	Harper Hall	150 East 10th Street	Claremont	CA	91711- 6160	909 447- 1287	909 447- 2757	www.cgu.e du/ccldi	Policy Seminars	Leslie Purdy, Associate Director, CCLDI, 250 W. 1st Street,
Claremont Graduate University Harper Hall 150 East 10th Street Claremont, CA 91711-6160 909/447-1287 909/447-2757 www.cgu.edu/ccldi	Harper Hall	150 East 10th Street	Claremont	CA	91711- 6160	909 447- 1287	909 447- 2757	www.cgu.e du/ccldi	Executive Coaching	Martha Romero, Director, CCLDI, 250 W 1st Street, Claremont,
Community College of Philadelphia									Community College of Philadelphia Leadership Institute	

AACC Leadership Summit of Grow Your Own Programs

January 9, 2004

Leadership Inventory Sampler

Community Colleges of Spokane 1810 N. Greene Street Spokane, WA 99217 509/533-7015 509/533-7321 www.scc.spokane.edu/leadership	1810 N. Greene Street		Spokane	WA	99217	509-533-7015	509-533-7321	url:www.scc.spokane.edu/leadership	CCS Leadership Development Program	Grace Leaf, Counseling Faculty, Spokane Community College; Terri M. McKenzie, Vice President, Spokane Community College; John Norman, Faculty, Spokane
Cornell University - Institute for Community College Development 332B Ives Hall Ithaca, NY 14853 607/255-7758 607/254-1520 www.iccd.cornell.edu	Cornell University	332B Ives Hall	Ithaca	NY	14853	607-255-7758	607-254-1520	iccd.cornell.edu	Administrative Leadership Program	Lee Riddell, Assistant Director, ICCD, 332B Ives Hall, Cornell, Ithaca NY 14853, Phone 607-

AACC Leadership Summit of Grow Your Own Programs

January 9, 2004

Leadership Inventory Sampler

Cypress College 9200 Valley View Street Cypress, CA 90630 714/484-7324 714/761-3934 www.cypresscollege.edu	9200 Valley View Street		Cypress	CA	90630	714.484.7324 (Staff Development Office).	714.761.3934	CypressCollege.edu	CC LEADS (Cypress College Leadership Enhancement and Development Series)	c. Nancy Deutsch, Staff Development Coordinator, Cypress College, 9200 Valley View Street, Cypress CA 90630-5897
Florida Community College System 325 West Gaines Street Suite 1314 Tallahassee, FL 32399-0400	325 West Gaines Street	Suite 1314	Tallahassee	FL	32399-0400				Chancellor's Leadership Seminar	
Frederick Community College 7932 Opossumtown Pike Frederick, MD 21702 301/846-2440 301/624-2798 www.frederick.edu	7932 Opossumtown Pike		Frederick	MD	21702	301/846-2440	301/624-2798	www.frederick.edu	Executive Leadership at Frederick Community College (FCC)	Pat Stanley, Ed.D., President, Frederick Community College
Harvard Graduate School of Education 14 Story Street Cambridge, MA 02138 617/496-1818 617/496-8051	14 Story Street		Cambridge	MA	02138	617/496-1818	617-496-8051		ACRL/Harvard Leadership Institute (ACRL)	Joseph P. Zolner, Director, Harvard Institutes for Higher Education

AACC Leadership Summit of Grow Your Own Programs

January 9, 2004

Leadership Inventory Sampler

Harvard Graduate School of Education 14 Story Street Cambridge, MA 02138 617/496-1818 617/496-8051	14 Story Street		Cambridge	MA	02138	617/496-1818	617-496-8051		Harvard Seminar for New Presidents (HSNP)	Joseph P. Zolner, Director, Harvard Institutes for Higher Education, Harvard
Harvard Graduate School of Education 14 Story Street Cambridge, MA 02138 617/496-1818 617/496-8051	14 Story Street		Cambridge	MA	02138	617/496-1818	617-496-8051		Institute for Educational Management (IEM)	Joseph P. Zolner, Director, Harvard Institutes for Higher
Harvard Graduate School of Education 14 Story Street Cambridge, MA 02138 617/496-1818 617/496-8051	14 Story Street		Cambridge	MA	02138	617/496-1818	617-496-8051		Management Development Program (MDP)	Joseph P. Zolner, Director, Harvard Institutes for Higher Education,
Harvard Graduate School of Education 14 Story Street Cambridge, MA 02138 617/496-1818 617/496-8051	14 Story Street		Cambridge	MA	02138	617/496-1818	617-496-8051		Management and Leadership in Education (MLE)	Joseph P. Zolner, Director, Harvard Institutes for Higher Education
Kentucky Community & Technical College System 2624 Research Park Drive P.O. Box 14092 Lexington, KY 40512-4092 859/246-3100 859/246-3135 www.kctcs.edu	2624 Research Park Drive	P.O. Box 14092	Lexington	KY	40512-4092	859/246-3100	859/245-3153	www.kctcs.edu	The New Horizons, KCTCS President's Leadership Seminar	Dr. Candace Gosnell Vice President KCTC 2624 Research Park Drive Lexington

AACC Leadership Summit of Grow Your Own Programs

January 9, 2004

Leadership Inventory Sampler

Leadership Through Service Academy									Thunder Spirit Institute	
------------------------------------	--	--	--	--	--	--	--	--	--------------------------	--

AACC Leadership Summit of Grow Your Own Programs

January 9, 2004

Leadership Inventory Sampler

League for Innovation in the Community College 4505 East Chandler Boulevard Suite 250 Phoenix, AZ 85048 480/705-8200 480/705-8201	4505 East Chandler Boulevard	Suite 250	Phoenix	AZ	85048	480-705- 8200	480-705- 8201		Executive Leadership Institute	Brenda Beckman Senior League Consultant and Director, Executive Leadership Institute League for Innovation in the Community College 5878 North Camino Esplendor Tucson, AZ
---	------------------------------------	-----------	---------	----	-------	------------------	------------------	--	-----------------------------------	---

AACC Leadership Summit of Grow Your Own Programs

January 9, 2004

Leadership Inventory Sampler

Louisiana Community & Technical College System 822 Neosho Avenue Baton Rouge, LA 70802 225/219-8700 225/219-9691 www.lctcs.net	822 Neosho Avenue		Baton Rouge	LA	70802	(225) 219- 8700	(225) 219- 9691	www.lctcs.net	LCTCS Leadership Development Institute (LDI), referred to around the state as "LDI"	Dr. Angel M. Royal Executive Assistant to the President 822 Neosho Avenue Baton Rouge, LA 70802 Phone Number: (225) 219-8700 Fax Number: (225) 219-9691 E-mail: aroyal@lctcs.state.la.us
University of Michigan Consortium for Community College Development 534 M School of Education 610 East University Ann Arbor, MI 48109-1259 734/763-7383 734/647-6911 www.umich.edu/~cccd	534 M School of Education	610 East University	Ann Arbor	MI	48109- 1259	734.763.73 83	734.647.69 11	www.umich.edu/~cccd	Strategic Leadership Forum	Patricia Carter Executive Director, Consortium for Community College Development, 534

AACC Leadership Summit of Grow Your Own Programs

January 9, 2004

Leadership Inventory Sampler

Washington Community & Technical College Administrators 206/870-5914 206/870-5915 www.learningconnections.org/Association						206 870-5914	206 870-5915	www.learningconnections.org/Association	Leading from the Middle	Kae, Hutchison, Principal, Hutchison Consulting, 714 39th Ave.,
Washington Community & Technical College Administrators 206/870-5914 206/870-5915 www.learningconnections.org/Association						206 870-5914	206 870-5915	www.learningconnections.org/Association	Washington Executive Leadership Academy	Kae, Hutchison, Principal, Hutchison Consulting, 714 39th Ave., Seattle

AACC Leadership Summit of Grow Your Own Programs

January 9, 2004

Leadership Inventory Sampler

YEAR STARTED/ # COMPLETERS PER YEAR/ PROGRAM LENGTH	AUDIENCE	2.f. Approx. # of completers per year	TOPICS TYPICALLY COVERED
1974 35-40 Three hours – one and one half days	CEOs and upper level administrators who will be assuming a presidency in the near future.	35-40	Interviewing, getting resumes noticed, board relations, motivating executive teams, developing resources, harnessing technology, achieving personal balance.
1994 20 Four days	CEOs in community colleges.	20	Interaction with higher education associations, media relations, congressional relations, understanding the OMB and policy management, information about federal agencies, interactions with higher education think tanks.
2003 45 Five days	Mid and upper level administrators who may be considering moving up, but are not yet sure that a presidency is their goal. These are administrators with titles that might include director, dean, or vice- president.	45	Understanding the community college mission, team building, conflict resolution, legal and ethical issues, becoming a proactive and interactive leader.

AACC Leadership Summit of Grow Your Own Programs

January 9, 2004

Leadership Inventory Sampler

<p>1990 50 Five days</p>	<p>CEOs in community colleges.</p>	<p>50</p>	<p>Board-CEO relations, fundraising, budgeting, community relations, growing your own leaders, balancing responsibilities, racism, governance, ethics, crisis management, learning college, marketing, enrollment management.</p>
<p>1965 35 One year with three week-long seminars through the year. Internship portion can be for one year, one semester, or some other time frame.</p>	<p>National, mid-career program to identify and prepare leaders for more senior leadership positions. Program is interested in recruiting more candidates from com coll. Interactions with leaders from all sectors of higher ed is one of its special benefits. Applicants need to have leadership experience on their campuses.</p>	<p>35</p>	<p>Leader and Institutional Change; Strategic Planning and Financial Management; Academic Planning and Management; Diversity; Strategic Technical Issues; Personal and Professional Dimensions of Administration; External Forces Affecting Higher Education; Higher Education in International, National, Regional, and Local Contexts.</p>
<p>2002 40 four days. Includes participation in open Board sessions, networking opps, seminars and forums.</p>	<p>Designed for senior administrators to advance to a presidency or anyone who wants an in-depth understanding of how to work with trustees, community college governance and the selection process. We attempt to attract broadly varied students, with the goal of ultimately building a rich pool of qualified diverse candidates.</p>		<p>Board relations, governance, candidate preparedness and application process, ethics, and communication skills.</p>

AACC Leadership Summit of Grow Your Own Programs

January 9, 2004

Leadership Inventory Sampler

2002 45-60 Seven-day residential	Intended for college teams that might include a trustee, CEO, senior administrator, faculty, support staff. Piloted with California, Hawaii and the Western Pacific Island participants, now open nationally.	45-60	Self assessment, organizational assessment; skill building incl ethics, conflict management, understand organizational frames, multiple intelligences and leadership, diversity, systems thinking; history and mission of the com coll.
2002 40-60 One day a month during academic year	California Leadership Fellows	40-60	Policy issues of interest to California participants
2003 Varies - ten trained coaches available Variable	CEOs in community colleges	varies - 10 trained coaches available	One-on-one coaching
2002 17 academic year	Administrators, faculty members (both full-time and part-time), and classified/confidential staff.		Leadership Styles/Personality Types (Meyers-Briggs); Team Building; Local, State, National Environmental Scans; Institutional Research; Information Literacy/Research skills; Leading Change; Grant-Writing ; Conflict Management; Diversity; Emotional Intelligence; Decision-Making.

AACC Leadership Summit of Grow Your Own Programs

January 9, 2004

Leadership Inventory Sampler

<p>1 year, with possibility of renewal for continuing education 2003 20 (2003) 16 (2004)</p>	<p>Open to CCS employees and designed to increase leadership density across district. Therefore, the intent is to have a equal number of participants from each of the four units and an equal representation of men and women in the faculty, staff, and administrative areas.</p>	<p>20 (2003) 16 (2004)</p>	<p>Leadership Theory, Emphasis on: Transformational (Burns), Adaptive (Heifetz), Learning Organization (Senge), Group Development Life Cycle of a group, Group Tasks and Maintenance Behaviors, Development of a holding environment, Leadership self-care. Each month a key note is given on a lead topic which is open to all employees. Topics have included: Structural Realities of Complex Organ; Inner Lives of Leaders; Solutions for Everyday Conflicts; Organ Stewardship; Welcoming the Stranger: Hospitality in the Organization; Change.</p>
<p>2000 50 Three days</p>	<p>Mid and senior level administrators.</p>	<p>50</p>	<p>Topic varies form year to year, has included emotional intelligence,</p>

AACC Leadership Summit of Grow Your Own Programs

January 9, 2004

Leadership Inventory Sampler

<p>2002-2003 Academic Year</p> <p>21 completers but over 50 people attended at least one of the sessions</p> <p>Sessions lasting one and one half hours each; one session a month</p>	<p>Audience is all employees and students in leadership positions at Cypress College. We particularly encouraged faculty and support staff to participate.</p>	<p>f. 21 completers but over 50 people attended at least one of the sessions</p>	<p>Servant Leadership, Leadership Styles, Managing Conflict, Team Building, Building Relationships, Appreciative Inquiry, Time Management, Wellness.</p>
	<p>Mid-level managers.</p>		<p>Leadership Skills, Challenges of Leadership, Who the Leaders Are, Personal and Profession Challenges, Dealing with a Media/Community Conflict, Working with Legislators, Baccalaureate Degrees.</p>
<p>Five three-hour sessions and a project that can be an additional fifteen hours of work</p>	<p>Program is limited to a focus on our college and our community.</p>		<p>Content progresses through Bloom's cognitive taxonomy (information - application - solutions), expectations of executive leaders, local and state politics, college planning and budget, career development case studies.</p>
<p>1999 95 One week</p>	<p>Deans and Directors of college and university libraries and those who report to them.</p>	<p>95</p>	<p>Leadership, Transformational Learning, Strategic Planning, Innovation and Change.</p>

AACC Leadership Summit of Grow Your Own Programs

January 9, 2004

Leadership Inventory Sampler

1990 45 Six days	New college and university presidents (i.e., those who have been appointed but not yet assumed office through those who have completed no more than 12 months of an initial presidency).	45	Leadership, Financial Manage, Governance, Organizational Transition, Building Effective Senior Lead Team, Strategic Planning, Fund-Raising & Institutional Advancement, Professional & Personal Demands of the Presidency.
1969 95 Two weeks	Senior-level higher education administrators; members of president's cabinet/senior leadership team.	95	Financial Management, Team Effectiveness, Strategic Planning, Campus Community & Diversity, Innovation & Change, Transformational Learning.
1985 100 Two weeks	mid-level higher education administrators -- department heads, program directors, deans, assistant/associate vice presidents in the early years of a responsible leadership position.	100	Leadership, Financial, Team Effectiveness, Strategic Planning, Strategic Mentoring, Institutional Advancement, Campus Community & Diversity, Innovation & Change, Transformational Learning.
1978 85 Two weeks	experienced administrators responsible for thinking about their institutions' change agendas – deans and vice presidents.	85	Leadership, Financial Management, Strategic Partnerships/Alliances, Strategic Planning, Campus Community & Diversity, Innovation & Change, Transformational Learning.
2000 30 Two sessions of three to four days for each session	Intended audience is faculty, staff, and administrators within KCTCS. No restrictions on position/level in college; however, program is targeted to populations with professional goals related to leadership positions within the colleges.	30	Leadership traits, Mission and Philosophy of Organization, Building a Positive Organizational Climate, Media Relations, Legal Issues, Ethics of Leadership, Conflict Resolution, National Issues.

AACC Leadership Summit of Grow Your Own Programs

January 9, 2004

Leadership Inventory Sampler

<p>2001 5000 2 years</p>	<p>Community college staff development program designed for 1,900 employees of a large community college, built on core values of service and respect, reinforced through employee recognition and celebration of diversity. Program components targeted administration, mid-managers, support staff and part-time employees.</p>		<p>Leadership Through Service/Respect; Environmental Scan; Mission and Core Values; Comm Styles; Recruiting, Hiring and Retaining Employ; Recruitment, Retention and Completion of At-Risk Stu; Stu Achieve and Acad Support; Serving Stu and Comm; Celebrating Diversity; Excell in Internal Service; Teamwork; Workforce Training and Funding; New Employee Orient; Employee Ben; Managet and Motivation; Employee Discipline; Financial Plan; and Budget Dev; Grant Dev and Monitoring; Marketing; Dev Ed Challenges and Achievements; Serv for Spec Needs Stu and the ADA; Eng as a Second Lang Programs and Stu; EEOC and Affirmative Action Laws and Programs; Comm Partners; Organ Change and Renewal; Serv for Seniors; Stress Manage; Comm and Customer Service; Stu Serv; Strategic Plan; Faculty Hiring and Orient; Tech Innovations.</p>
------------------------------	---	--	--

AACC Leadership Summit of Grow Your Own Programs

January 9, 2004

Leadership Inventory Sampler

<p>1988 30-34 One intense week plus preceding and follow-up assignment</p>	<p>Intended audience includes aspiring presidents, new presidents, or those in transition to review interests, to refine skills, and to participate in discussions with outstanding community college leaders from across North America. International in scope. Experience is expected to include three or more years or senior administrative leadership reporting at the campus or district CEO level. Applications from women and members of varied ethnic and cultural backgrounds strongly encouraged to apply.</p>	<p>30-34</p>	<p>Application and interviewing; CEO/board relationship; trustee perspectives; role of pres in academic, student services and workforce development; presidential role in resource development, public relations, media, political role, community leadership; technological divide; maintaining balance, spiritual dimensions; ethics, personal aspects of the president, negotiating the contract, presidential transition, setting personal leadership dev goals.</p>
--	---	--------------	--

AACC Leadership Summit of Grow Your Own Programs

January 9, 2004

Leadership Inventory Sampler

<p>2001</p> <p>Year one 2001-38 completes (after year one, the number of applicants accepted was decreased). Year two - 2003-25 completers. Year three - 2003 (in progress - class of twenty four individuals.</p> <p>Program lasts one year. A new cohort is selected and oriented in September of each year.</p>	<p>Designed for mid-level management - those individuals possessing skills to move into Deans, Vice Chancellor, and/or Chancellor level positions (Louisiana has a title reversal in comparison to other states, Chancellors are college heads and the President is the System head). Full-time faculty participants must be on at least 60% release time from teaching to be considered due to the substantial time commitment of the program.</p>	<p>Year one - 2001 - 38 completers (after year one, the number of applicants accepted was decreased)</p> <p>Year two - 2002 - 25 completers</p> <p>Year three - 2003 (in progress - class of 24 individuals)</p>	<p>In the first two years, the topics covered were discipline specific and consisted of developing leadership skills, creating a climate for student success (academic and student affairs), practical aspects of leadership (budget and finance, customer service, etc.), strategic planning, institutional advancement, and resource development, and economic and workforce development. Year three has focused more on overcoming personal and professional obstacles in addition to the areas covered in years one and two.</p>
<p>2000</p> <p>50</p> <p>Two years, three sessions of three days per year.</p>	<p>All Community College practitioners.</p>	<p>50</p>	<p>Each cohort's design team constructs the agenda/topics. These have included Strategic Thinking, Environ Scanning, Mapping and Analyzing Culture, Future Trends and Impacts, Demographic Projections, Diversity, Programs and services from providers outside of education, exposure (through site visits) to corporate methodologies.</p>

AACC Leadership Summit of Grow Your Own Programs

January 9, 2004

Leadership Inventory Sampler

2000 20 Three days	New or relatively new administrators (or those who have never had an opportunity for leadership training as an administrator) in the Washington State Community & Technical college system.	20	Leadership concepts, styles & skills, supervisory skills, meetings, diversity and inclusion, institutional and state budgets, system level issues and perspectives, system demographics.
2001 10 One year	The program is for people who are ready to move into VP and presidency positions within 2-4 years. It is limited to current administrators in the Washington Community & Technical colleges.	10	Leadership style self-assessment, knowledge of system structure, people and issues, legislative agenda & working with legislators, leading diverse organizations, candidacy skills (resume, application questions, interviewing, scouting institutions). Includes work with a mentor.